



NEWSLETTER

April 1993
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FACULTY & STAFF ASSOCIATION
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April 1993

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Contributions and ideas are welcomed from all FSA members. For more information or comments about the FSA Newsletter, contact the FSA Office, local 4530.

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FSA NEWSLETTER

April 1993

From the Editor . . .

Almost Annual Layoffs

Welcome to another round of almost annual lay-offs, our own little corner of the cost-cutting provincial scene. Hey, new girls and boys: did the selection committee tell you about this regular, fun-filled, UCFV feature?

There is at least one clear message in the latest round of layoffs: at UCFV, nothing—no program and no one—is secure. It doesn't matter how essential the services you provide, how good you are at your job, or how long you've been doing it for us.

Two examples I know about:

Only a few years ago, Media and Communications Studies (MACS) was the latest wunder program, hailed by our chief and FTEed by the Ministry. Now it's decimated. So take heart new programmes and minors: as soon as the Ministry no longer looks for your new, bright, shining FTEs, you can be the next target. It doesn't matter how many students you have, how practical your program, how good the job market for your students.

And what if you're the Instructional Media Services (IMS) Coordinator, working on the cutting edge of pedagogy, fostering alternative forms of educational delivery, overseeing multimedia labs, looking forward to Learning Centres—surely, you don't have to worry! The Ministry hails you, the chief hails you: this is what we need, *this is the future!*

Well, think again. We don't need anyone in IMS to help us *use* this stuff. We can send

the Ministry reports about all our nice hardware, even pose a few students around it for pictures in the *Calendar*. Who important will ever know that most of it is used only as glorified typewriters, that most of us don't know how to *do* anything else with all those pretty machines?

And in a little while, we can do the alternative-education-technology dance again for a new Minister.

So, Sally Forth: keep you head down (while building your buffer zones of temporary and less senior employees) and hope it's someone else.

Cost cutting

It would have been nice to find a pot of gold at the cost cutting extravaganza. But I am almost glad we didn't.

The idea that we can cut costs in order to save hundreds of thousands of dollars implies that we *are* wasteful, reinforcing the public's perception there is always fat to be cut, that civil servants are pigs at the trough, etc.

I have a modest proposal for saving some money for next year: *Shut the place down for X days!*

This strategy proclaims to the public and the government that underfunding generates less production, rather than hiding its effect in myriad losses of service, increased workloads and other unpaid work (such as working days without pay or cutting our pay rates).

I disagree with management: we should *not* necessarily look for cuts that will 'solve' the problem for future years: that just accepts the government's definition of a solution, i.e., that there are continuing, unnecessary costs.

By very crude calculation on a budget of \$24 million with 200 work days, shutting down for one day saves \$100,000. By the same sort of crude calculation, each work day for which we are not paid reduces our annual pay by 0.5%. We should shut down for highly visible, instructional days during the Fall 1993 and Winter 1994 terms. And when we

shut down, we are shut down: *no* services, *no* Library or labs, *no* administrators in their offices, etc.

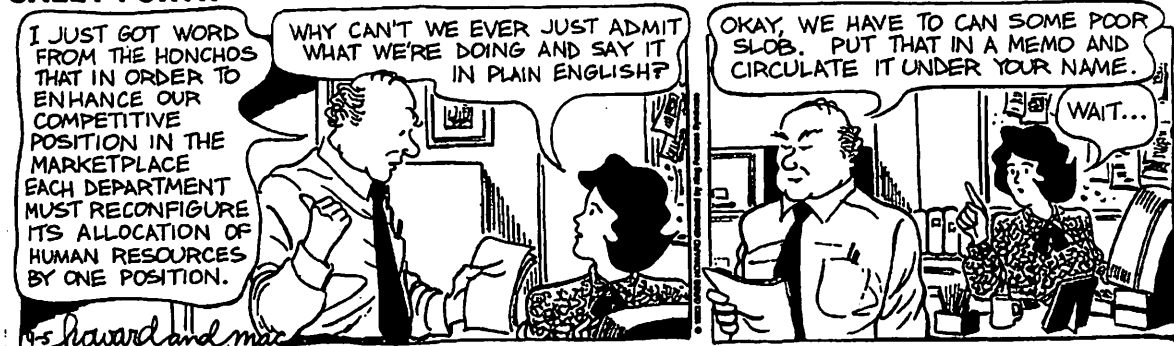
And on the days we're not working, let's have bake sales, sell candy door-to-door, hold lotteries and telethons!

Perhaps that would embarrass the government.

Isn't Spring a wonderful time of year!

Paul Herman

SALLY FORTH



Letters to the Editor . . .

An Open Letter to the Employees and Employers of UCFV

The decision to eliminate the Instructional Media Services ~~Coordinator~~ position is one of the most retrograde decisions this College has made since its inception in 1974. I am astounded that the administration has decided to lay off an employee who has been so active in front of and behind the scenes in order to bring UCFV into the vanguard of educational media technology. Doing away

with this job that has been so viable has to be looked at again, and alternatives must be sought.

Gary Karlsen has held the position of Instructional Media Services Coordinator for ten years and in that time has introduced the College to many new communication and classroom technologies. The IMS

Department which started as a very basic audio and visual outlet has grown to include not only teleconferencing coordination and computer graphics but also student video production and multimedia, a new and exciting student and instructor application of video, audio, and computer graphics.

UCFV is one of the provincial leaders of multimedia; certainly among the four University Colleges we are in the fore. Our college now has a lab that will allow us to pursue the educational applications of multimedia.

A great deal of encouragement and enthusiasm came our way from the administration of UCFV, a level of support that helped to provide the inspiration, reassurance and financial assistance required to get this new concept off the ground and into the classroom. There was a trust that the future would allow students to embark in this new direction and that instructors could reach students in a new and innovative way. That trust has been betrayed. It has been betrayed by the senior managers who decided that all

the work done in this area is not important enough or necessary enough to maintain and develop.

The direction taken by Gary was driven, in part, by this administrative support. Their assistance indicated faith in the future of educational technology, researched and developed by the Instructional Media Services Coordinator.

I have developed strong bonds with both my department and the College. I have felt that my department was required—not perhaps the centre of the universe, but certainly a necessary part of the college system.

I do realize that no joy was taken in reaching a decision on any of the positions that have been identified for a potential layoff. However, the biggest loss I feel next to the loss of Gary as "boss" and as a knowledgeable, motivated and enthusiastic leader, is the loss of trust that I have developed over the eighteen years I have worked at UCFV.

Richard Heyman

SALLY FORTH



Dear Editor:

This round of cuts, affecting some senior colleagues, is getting familiar. The College reserves the right to do this, expanding here, trimming there, according to funding priorities established by the Ministry. FSA reps complain about job security, but management is paid to listen, even suffer some abuse. FSA reps demand meetings—no problem, as long as the "tentative" budget's assumptions are not challenged. The budget alternatives meeting goes ahead though Chilliwack employees receive the notice on the morning of the meeting, confirming one of two conclusions: either the meeting was not a truly genuine undertaking, or Chilliwack employees don't have much to contribute. A couple senior management members took some notes, but most affected the type of reactions one normally associates with meetings that don't usually count. But,

there was consultation; after all, we had our "hour with the budget". We don't hear anything about this budget, except that people seemed to agree with the parking tax, which is already counted on and so solves nothing, and a few other ideas—old and new. Only one group challenged an assumption—are these new administrative positions necessary? Opposition is defused, the shock wears off, a lot of people are completely unaffected, some of the budget alternative ideas are worthy but require work no one will have time to do, people are already near the end of the busiest year in memory, timetabling and staffing proceeds, and time marches on. The union has made some point or other that non one much will recall. Management knows this; that's its job.

Author wishes name to remain anonymous



SALLY FORTH





Dear Editor:

As a new faculty member I must express my sincerest thanks to your publication for making public Ian McAskill's piece on deficit spending. Before this, reading the *Newsletter* was sort of informative, but mostly rather technical stuff and quite some union mumbo jumbo.

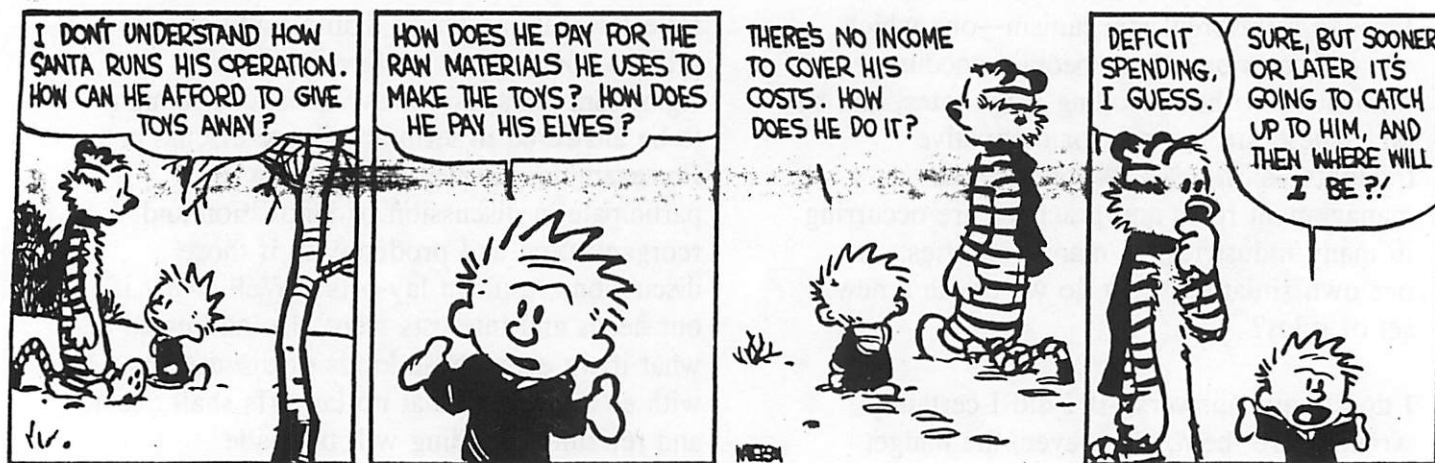
A bright and very well prepared rebuttal of deficit spending was in order, not only in this publication but generally in our province of British Columbia. I only wish the general

public had access to this piece. Very well done!

Please encourage more of the same calibre articles on any topic from this great faculty and staff that I have come to know here are UCFV.

I have enclosed a Calvin comic strip for your further perusal.

Tom Baumann
Instructor, Agriculture



From the President . . .

As you know, over the last ten days, the FSA and the management and board of UCFV have been discussing the proposed budget for UCFV. I'll devote this report to this issue.

First, a general note about the process.

Traditionally, in the public sector as well as the private, the role of management and union are very narrowly defined.

Managements are concerned with efficiency and productivity, profit margin and competitiveness. Unions are concerned with wages, working conditions, and job security. Management re-reorganizes, lays people off, and cuts costs; unions try to hang on to jobs and maintain or improve wage rates.

Flowing from this traditional arrangement of interests are traditional stances on particular issues—management decides who shall be laid off, for example, without bearing any significant responsibility for the fate of the people involved; the union argues that each position is essential without taking any responsibility for the budget. As we move into an era of diminishing resources and increasing demand for service, it seems to me we need to revisit the traditional stances and see if we can't come up with ways to meet the goals of both management and labour through a different mechanism—one which can cut costs but retain people, encourage innovation without eroding wage rates, and so on. These are not new or innovative thoughts—~~shifts in traditional labour~~ management roles and practices are occurring in many industries, in many countries. In our own situation, how do we create a new set of rules?

I don't have answers—if I did I certainly would share them. However, the budget

response process we have engaged in over the last ten days marks a significant shift in practise, and both sides, I think, have learned from the process something about how we might engage these issues in the future.

The budget proposal was developed by the management group, then presented to the FSA. The FSA had roughly two weeks to respond. The FSA responded in three ways: first, we engaged in discussions to better understand the basis of the budget proposal; second, we worked to discover ways of cutting costs or generating revenue without threatening jobs; third, we worked to represent the interests of those directly affected by the budget—those have been laid off, reassigned, or had work loads increased. The management group and board have yielded a little power, and consulted us. We yielded a little power, and prepared to accept some responsibility for solving the budget problems. The process itself represents a step toward a new mechanism, but is by no means the new mechanism itself. How could we go further? Do we want to?

While both sides, I think, have entered the process in good faith, and the result will reflect something better than a traditional process could have, we have run some significant risks, and many questions remain to be answered in terms of future discussions. ~~For example, are we in a position to~~ participate in discussion of innovation and reorganization and productivity if those discussions result in lay-offs? Well, what if our needs and interests were also addressed—what if we enter those kinds of discussions with an agreement that no lay-offs shall occur and retraining funding will be made

available? We will have said: yes, we'll take responsibility for budget problems; they will have said: yes, we'll take responsibility for the welfare of people and their families. We are not at the point yet where these kinds of new ground rules exist, so engaging in a process of consultation has been a little risky for both sides, and has been possible only because we have a history here of positive labour relations. The task for the FSA executive next year, I think, is to sort out how to rewrite the traditional rules with management, in the best interests of UCFV, while ensuring we do not put our legitimate historical interests aside.

After engaging in the first stage of the process, which so far has involved five formal meetings between members of the management group and members of the FSA, I am reassured that the kinds of questions members asked about the budget have reasonable answers. We have received any budget information we requested, and have received answers to any questions we have asked. Where we have questioned priorities or assumptions, those questions have been discussed. Because the budget information is new to us, and we haven't been poring over it for months, we have now suspended meetings to reflect on the information, and to permit the management team time to reflect on things we've questioned.

The second stage of response, the Budget Alternatives Forum, produced many good

ideas. Several had already been considered by management, but there were also some new ones, or new twists on old ones. To those of you who found time to come out to the forum, my genuine gratitude. People at Capilano have been working along the same lines, and their ideas have been added.

The third stage of response will occur primarily after my return from a PD trip which takes me away May 3-24, and after the year-end figures are in, and after some cost-saving ideas have been considered. I will report again on this stage at the AGM May 27th. The Grievance Committee (contact Bob Smith, Diane Griffiths, Pam Mercer, Richard Heyman) will handle bumping, recall and severance where no other options prove possible.

This last year in general, and particularly the last couple of months, leave me convinced that the structure of the union needs reform, and that the membership need to be consulted widely about future directions in our relationship to management. It is also apparent that we need people in our leadership with a commitment to restructuring to meet the new economic and institutional circumstances we find ourselves in. At the AGM, you will be asked to approve an interim executive structure with two full time positions, combining some existing positions, with a commitment that over the next year, a new structure will be devised. See you there.

Cheryl Dahl

From the First Staff V.P. . . .

Well, this has been the year from hell in the union what with the Korbin Commission and the Human Resources Development Report and now the latest information regarding lay-offs. Although no one has yet officially received a lay-off notice, we are extremely busy presenting alternatives to the decisions that management has made. We hope and we trust that we can resolve this dilemma and avoid the lay-offs that are pending at the moment.

My reason for writing this report, in fact, has a great deal to do with the fact that my area, Instructional Media Services, has been targeted for a lay-off. As you all know by now, management, in their wisdom, has decided that Media Services can function without the role of a coordinator's position. If the decision to lay-off Gary is not reversed, our department will be reduced to a

point that, unfortunately, will preclude my running for office again.

My reasons for doing this are two-fold. First, if Gary's position is lost, there will only be two people in Media Services—Lori and me. I cannot effectively fulfill my duties in the union and also handle the extra IMS work that will still need to be dealt with in my department. Secondly, and compounding the problem, is the fact that when the new Learning Centre is built, Lori will be working in and for the Library and not Media Services. This will leave me completely alone in the department unless a support position is created. In any case, matters appear to be going from bad to worse in the next couple of years, and so I see no choice but to focus my energy in the department and not run for any union office.

Richard Heyman

From the Grievance Chair . . .

Earlier this month I attended the C-IEA Policy and Strategy Conference which featured addresses by John Shields, BCGEU President, on rejuvenating the public sector and by Carmella Pinovetto on the milestone accord struck by the government and the union (HEU) she represents. This agreement provides for absolute job security for hospital employees as the government downsizes acute care facilities and transfers services to the communities. HEU drew the line, i.e., that government must not cut funding for our

health care system or make it more "efficient" by getting rid of health care workers, especially since the massive administrative apparatus in the health care system would not reform itself and doctors constantly contribute to hospital inefficiencies.

The C-IEA committee on non-regular faculty, of which our colleague Moira Gutteridge is a member, released results of a system-wide survey, dispelling myths about part-time

faculty, providing the basic data needed to get a grip on an expanding problem, and noting the practical measures that we can take both in our Collective Agreements and in our college operations to make the large component of the work force fully valued members. In this connection, you may recall the data presented in the last newsletter showing that in 1989-1990, the number of full-time instructors in the system actually went down while the number of part-time instructors almost doubled. It would be interesting to see data for UCFV over the last decade.

Local union representatives also discussed the bargaining picture for 1993-94. A majority of college union agreements expire, as ours does, in March 1994. Judy Korbin's recommendations on provincial bargaining came down last month. It looks as if, in one way or another, the college employers' group is gravitating toward coordinated bargaining anyway and that we will need C-IEA more than ever to keep up. 1994 may be the last chance before the next election to advance our agreements to the real employer—government—to address some basic dysfunctions in our system, e.g., the growing administrative army that directs the work of instructors (a majority of which are now part-time), and the continuing lack of spaces for the public, to mention just a couple. It has only been through the effective lobbying and system-wide research done by

C-IEA and its affiliated unions that the problems facing educational workers and students, including an extremely conservative and hierarchical ministry that is simply out of touch with operations in the field, have come to the notice of ministers.

On 31 March and the ensuing days, the informal lay-off list was presented. The FSA President has already sent out bulletins, outlining some suggestions the FSA can present to Dr. Jones to reduce the anticipated difference between the college's commitments and means. The lay-off committee (Pam, Diane, Richard and myself) is already at work, but this list is tentative and has not been approved by the College Board. Dr. Jones has, in this round of lay-offs, provided adequate notice. Two concluding observations: there is an invisible lay-off list. As allocations filter down through the administrative layers, some part-timers will have to seek work elsewhere. In many cases, the work done by these colleagues—sometimes year in and year out—comprises most or all they earn. And, lay-offs, "restructuring", while we expand in other areas, are becoming an annual event, producing the uncertainty of bumping rounds and a gigantic amount of work just to stabilize the situation. I suggest that the next contract chair and committee re-examine our job security provisions.

Bob Smith

Report from CAC . . .

The possibility of sharing a position between two UCFV employees was discussed. The idea was deemed to be unwise due to the

need for on-going discussion over issues. Management has agreed to look at the disenfranchisement of various employees due

to their restrictive jobs and the need for release time to attend UCAC and other committees (does this issue sound familiar?)

Dr. Jones reported that there has been no reduction in the capital budget, so campus improvements are carrying on.

A central (province-wide) approval process for all students' applications to universities will be implemented by the year 1995. The process will work as follows:

1. A central depository for applications.
2. Students will indicate their 1,2,3, choice.
3. There will be a central authority to send applications to colleges and universities.
4. Colleges and universities will accept or reject applicants--applications will then be sent to second and third choices.
5. Process will apply initially to UT career.

The Early Childhood Development program has been approved. The Ministry has

indicated that FTE's are forthcoming for the ECE degree and will not be competing with the resources for the other 4-year approved programs. The evolution of the enrollment from 15 to 45 students over three years is to be funded. Library resources are needed to ensure access for ECE students during the summer. A method of challenging ECE courses for students with practical experience is possible (two weeks to study course materials, then a challenge test). Many colleges are enquiring as to when their students can start the ECE degree and want to reserve places for their students.

A Research Ethics Policy Committee has been formed consisting of Jackie Snodgrass, Terry Starr, Tom Davis, Doyle Clifton, Don Tunstall, and Terry Anderson as Chair. The policy will be drafted and sent for scrutiny to the affected areas. The policy will concentrate on human (questionnaire) and animal research.

Tom Davis

Report from JCAC . . .

Seven jobs gained enough points to go into the next pay grade. Two had enough points to go up two pay grades. The Bookstore Manager position went from a 7 to a 9 because of major changes including much more control over bookstore operations as well as now reporting directly to the Dean. The Trade Assistant position also went from a 4 to a 6. The level of supervision increased and external contacts have this position negotiating R.A.C.'s (Request for Additional Course) for most of the College.

Six jobs stayed in the same pay group; the points increased but not enough to reach the next pay group. For people in this category, I recommend that you sit down with your supervisor and discuss job development plans for your position.

It's always difficult to go through the JCAC review process and not have your job make it into the next pay group. For people near the top of their pay group it doesn't take as many changes in their job to go up a level as it does for those near the bottom of their group.

For jobs with the designation "new" this does not mean the job is new, but that this is the first time JCAC has reviewed the job. Jobs are usually reviewed after the incumbent has had the position for six months. In some cases, it takes longer.

For those of you who are wondering how a job is placed on the pay scale before a JCAC review, it is the Personnel Director who makes that decision based on Article 4.2(f).

"When new positions are created or existing positions have the education and experience levels changed, the Personnel Director and past FSA Chair of the JCAC will meet to review the education and experience to determine if the changes meet the spirit of the JCAC system and are comparable to the existing classified positions with similar duties."

Dorine Garibay

POSITIONS RATED SINCE OCTOBER 1992

	<u>From</u>	<u>To</u>
Personnel Benefits Clerk	4	4
Secretary, Director of Personnel	4	4
Evening Supervisor	new	3
Marketing Coordinator	new	9
Microcomputer Technician II	6	7
Microcomputer Technician I	6	6
Cataloguing Technician, LRC	5	6
Acquisition Technician, LRC	5	6
Co-operative Education Assistant	new	4
Department Assistant, Graphic Design, Fine Arts, Fashion Design	4	4
Bookstore Manager	7	9
Trades/Technology Assistant	4	6
Library Assistant, Cataloguing	new	3
Library Assistant, Acquisitions ½ time	new	3
Media Reservations Assistant	4	5
Program Assistant, Human Services	5	5
ABE Admin. Assistant	4	5
Faculty Assistant, West	5	5

Reviews in Progress

Library Assistant, Acquisitions
Financial Aid Assistant
Arts Department Advisor
Text Buyer
Secretary/Admin. Asst. Assoc. Dean/Careers

Secretary/Program Assistant, Hope
Departmental Assistant, Criminal Justice
Office Assistant, Mission
Program Assistant, International Ed
Bookstore Clerk, East

From Elsewhere . . .

From CAUT/ACPU Bulletin, December, 1992

...recent statements by Alberta's Minister of Advanced Education, John Gogo, precipitated calls for his resignation.

Gogo's...remark followed reporters' questions about his inability to secure additional funding for Alberta's over-crowded post-secondary institutions. About 1,200 qualified students were unable to attend the University of Calgary (U of C) this fall.

Gogo responded by casting aspersions on the university and suggested that students could be better educated through televised classes: "Instead of 400 students in a classroom with a professor speaking broken English at the U of C...have a 10-foot by 10-foot screen with the real (teaching) experts." Gogo added that professors "don't necessarily have to know (their) subject. If you watch movies there are many good actors who are excellent teachers."

UI Cuts Hit Women Hardest

Women, especially those who suffer abuse and harassment at work, will be the hardest hit by changes to the UI system. The changes announced in December mean that people who are fired or who quit without "just cause" will not be eligible to collect benefits. Before the announcement, people who quit received benefits after a 12-week wait.

The National Action Committee on the Status of Women (NAC) released statistics from Employment and Immigration that suggest the majority of people who quit are low-income women in non-union jobs. They are the most vulnerable to ~~arbitrary~~ and abusive behaviour by employers.

These statistics show:

- Women make up 53 percent of voluntary quits even though they make up only 37 percent of all UI claimants.

- 43 percent of voluntary quits are in low income occupations, compared to 28 percent of total claimants who are in these occupations.
- 63 percent of all voluntary quits have a long-term attachment to the labour market (over 40 weeks).

Advocates point out that there is no simple legal definition of what constitutes "just cause" in quitting a job. Although judges have upheld such reasons as health and safety concerns and harassment, women who leave their jobs due to harassment may face a lengthy judicial process to prove their case. ~~Most would be unable to cope with the~~ financial hardship resulting from launching such a case while remaining ineligible for benefits.

- From an OFL Women's Rights Bulletin, excerpted in *Labour News & Graphics*, January 1993, and reprinted in B.C. Federation of Labour Bulletin

Notices . . .

Dance Cancelled

The Spring Fling has been cancelled because of poor ticket sales. Refunds are available for tickets purchased. Our thanks to all those who worked on the dance, and especially to Virginia Cooke and Tom Davis.

C-IEA AGM reps needed

FSA representatives are needed to attend the C-IEA Annual General Meeting, May 13-15 at Whistler, B.C. Please contact Fenella in the FSA Office for more information.

Summer Institute

For Union Women at Simon Fraser University, Saturday, July 24 through Wednesday, July 28, 1993.

Selecting Heads of Instructional Areas . . .

For the last few weeks, members of a joint FSA-management committee (Dick Bate, Barry Bompas, Janet Falk, Paul Herman, Linda Matwichuk, and Tim Tinstall) have met to develop procedures for selecting instructional area Heads. Below is the result of our handiwork. We would appreciate your

comments, either using the handy tear-off strip provided, or by replying to me, Janet Falk, or Linda Matwichuk.

Thanks.

Paul Herman

Members of an Instructional area

All members of an instructional area on A or B contracts or on their second or later C contracts are eligible to vote in the following procedures.

Eligibility to serve as Head of an instructional area

The Head of an instructional area shall be selected from among the faculty employed on B contracts in the area.

Term of the Head's appointment

The Head shall be appointed for a term of three years, commencing August 15.

The Head shall receive a formative evaluation during the first year and a summative evaluation in the Fall of the third year of the appointment.

At the end of the first year of the appointment, both the Dean and the area shall confirm whether the Head shall continue for the remaining two years of the appointment.

A current Head may apply to continue as Head following the process below for selecting a Head.

A person serving as Head may be required to step down and return to normal teaching duties by agreement of the Dean and a majority vote of area members. A new Head shall then be selected by the procedure below.

Procedure for Selecting the Head

1. In the third year of a Head's term, a committee shall be struck by the Dean in consultation with the area and shall be composed of:
 - At least fifty percent of the committee selected by the members of the area in an election conducted by the Dean's office.
 - Up to fifty percent of the committee selected by the Dean.

When selecting members for the Committee, the Dean and the area shall consider the importance of including representatives from various groups in the area including from staff, from other interested areas, and from various campuses.

2. The committee shall:
 - review the requirements of the position including the needs of the area;
 - review candidates for the position;
 - recommend a candidate to the appropriate Dean and area for appointment as Head.

When arriving at its recommendation, the committee shall consider the importance of drawing Heads from various campuses and groups within the area.

3. The appropriate Dean and area shall each decide whether to accept the recommendation of the committee.

If the recommendation is accepted by the Dean and by a majority of the members of the area, the recommended candidate shall become the next Head.

If the recommendation of the committee is not accepted by the appropriate Dean or by a majority vote of members of the area, the committee shall continue meeting in order to recommend another candidate.

The selection process shall be completed by March 1 of the third year of the current Head's appointment to allow for a period of transition.

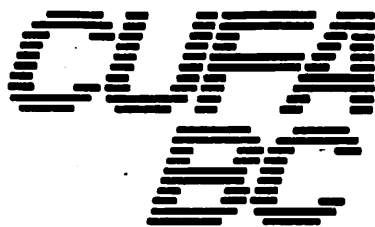
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Comments on Selection of Instructional Area Heads

☐ Yes, I think the procedure is good.

☐ No, I don't think the procedure is good.

Comments:



UPDATE

Confederation of University
Faculty Associations of B.C.

March 1993
Volume III, No. 2

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Campuses Safe

École de Polytechnique, Concordia, BCIT: Despite these tragic incidents, university and college campuses are relatively safe says SFU criminologist Paul Brantingham. Brantingham is currently working on a pilot project to assess the incidence of crime at SFU. Available data suggests the incidence of crime at SFU is lower than in surrounding urban areas. Brantingham believes this observation can be extended to other Canadian college and university campuses.

Ralph Yeomans, Manager of SFU Traffic and Security, agrees with Brantingham's observations. Yeomans is working on harmonizing campus crime reporting with RCMP reporting procedures. "In this way, campus security and the RCMP can better cooperate in identifying and tracking the instances of campus crime," said Yeomans. Yeomans is also working on having this method of reporting adopted by his colleagues at other university and college campuses across Canada.

Despite the low incidence of crime on campus, B.C. universities, urged on by the tragedies at École de Polytechnique and Concordia, have initiated several programs to address campus safety issues. At UBC activities include: the on-going work of the Presidential Advisory Committee on Women's Safety on Campus; training parking kiosk attendants to observe and deal with incidents in parking lots; installing over 100 free phones in strategic spots around campus; and including safety issues in the on-going campus planning process. At UVic, partially in preparation for the upcoming Commonwealth Games, actions include: installing more pay phones; progressing towards 24 hour service from campus security; creating an action plan for dealing with sexual assault; and creating emergency contingency plans in coordination with local police. At

SFU recent initiatives include: establishing the Committee to Review Personal Safety and Security; installing solar powered cellular phones in remote parking lots; and conducting a major victimization survey.

The largest problem, however, is the reluctance of the campus community to report instances of threatening or suspicious behavior. "It is not uncommon for a situation to be well known in a department, but completely unknown to Traffic and Security or senior administration," noted Yeomans, "though in light of the Concordia incident, we find we are receiving much more information than we used to."

Recognizing the difficulty in obtaining formal reports of sexual assaults, SFU set up a review committee to deal with unreported instances of sexual assault. The committee reviews incident reports from Counselling, Health Services, residences, the Harassment Office, the Women's Centre and Security in an effort to address problem areas. These reports (which identify basic characteristics of victims, but not their identities) are used as the basis for correcting specific campus problems (e.g., poor lighting, insecure doors, poorly patrolled areas).

An additional measure requested by security directors at all three universities are amendments to the *University Act* permitting university presidents wider latitude in dealing with potential trouble makers. Currently, the *University Act* gives the board of governors the authority "to control vehicle and pedestrian traffic on the university campus" and the president the authority "...to suspend any member of the teaching and administrative staffs and any other officer or employee of the university" and "...to suspend a student and deal summarily with any matter of student discipline." Through these provisions SFU has recently established a policy on

removing threatening individuals from campus for a period of one week to allow campus authorities to determine if the individual does pose a threat to the campus community or to his or herself. This leaves the status of non-university people unclear, and campus security directors would like this clarified in legislation, particularly within the *University Act* and the *Trespass Act*.

The consensus of Brantingham, Yeomans and others is that the best cure for campus crime is prevention. This includes: securing your personal belongings and space, being aware of your surroundings, and reporting threatening or suspicious activities to campus authorities.

UNBC Report

In late November 1992, Gordon Shrimpton, President of CUFA/BC, and Alan Andrews, President of the Canadian Association of University Teachers (CAUT), visited the University of Northern British Columbia (UNBC) to discuss issues of mutual concern and interest with sessional faculty, professional librarians and administrators. At the conclusion of their visit, Shrimpton and Andrews prepared a report of their visit for the consideration of the sessional faculty, professional librarians and senior administration at the UNBC.

The bulk of their report deals with the treatment of sessional faculty hired for the UNBC "quickstart" program. This program began in the Fall of 1992 and offered courses in English, History and Psychology at a variety of locations throughout Northern British Columbia. The seven sessional lecturers hired to teach the program all came from outside of Northern B.C.; one from as far away as Montreal. While hired as lecturers, the role of these faculty has gone far beyond the classroom. As Shrimpton and Andrews observe in their report:

"(1) The sessionals are the only teaching faculty at the UNBC; (2) They are teaching in the first year of the University's operations and, therefore, are involved in curriculum development; (3) They have made themselves available to the librarians for consultation on acquisitions; and (4) They have been placed in the position of being the University's sole representatives in the all-important student-faculty relationship. In this regard, they have been instrumental in the founding of the University."

Accordingly, the report reflects the concern that these faculty be fairly dealt with. Specifically, Shrimpton and Andrews recommend:

"1) That the UNBC give the highest priority to clarifying its future relationship to its sessional teaching staff.

2) That the UNBC make every effort to recognize the extraordinary contribution of its sessional teachers to the success of the quickstart program.

3) That the recognition mentioned in recommendation 2 be made in written communication to the teachers.

4) That the UNBC purchase teaching dossiers (estimated price \$4.00 per person) from the CAUT to aid the sessionals in preparing to apply for positions elsewhere should that seem desirable or be found necessary.

5) That the UNBC adopt a similar policy as that implied in recommendation 4 to all its future sessionals, namely actively assisting and encouraging all sessionals who may be appointed in the future to build up attractive dossiers documenting their growth in teaching and in other areas of professional competence while at the UNBC.

6) That the UNBC make travel funds available to enable the sessionals to attend one professional conference per year.

7) That the UNBC pay removal expenses out of northern B.C. if sessionals are not rehired.

8) That the UNBC give full weight to the teaching contributions of its current teaching staff when it considers appointments for tenure-stream positions."

Shrimpton and Andrews also made note of the challenges facing a new university in hiring faculty. While recognizing the autonomy of the University in selecting faculty, Shrimpton and Andrews suggest the hiring procedure would be given "added authority" if:

"9) ... the UNBC adopt(s) a policy of obtaining advice from at least one expert in or near the applicant's field from another university before making its final decision on faculty hirings until such time as it has acquired sufficient faculty to do such hirings on a full collegial basis."

The University has already hired three professional librarians to start building its collection. Shrimpton and Andrews make particular note of the positive aspects of the affiliation between professional librarians and faculty. To reinforce this collegiality, Shrimpton and Andrews recommend:

"10) That the Interim Governing Council add the professional librarians as ex-officio members to the convocation of the UNBC as it is empowered to do under section 7.2.f of the UNBC Act."

This would place professional librarians on the same footing with their faculty colleagues, who are already members of convocation under the terms of the UNBC Act.

Copies of the Shrimpton/Andrews report are available on request from the CUFA/BC office.

Minutes

Between 1984 and 1992, general and administration costs rose by 99.3% at UBC and 29.8% at UVic; they rose by 23.0% at SFU between 1985 and 1992.

Editorial

The following is a guest editorial by Jacque Best, Chairperson of the Canadian Federation of Students - B.C. Component.

On January 21, the provincial government gave colleges and universities the green light to increase tuition fees by up to 10%. Members of the educational community may think this a reasonable compromise between threatened fee increases of up to 18% and students' concerns about the financial accessibility. However, at three times the rate of inflation, this increase will have a very real impact on those students who are now struggling to afford their schooling.

A 10% increase in tuition fees at the universities translates to an extra \$183 on average, raising tuition fees to \$2,013. Adding incidental fees, books and supplies, the direct cost of a university education will rise to about \$2,750. This cost consumes 37% of the current student aid maximum for an academic year, leaving less than \$575 a month for a student's living costs. As tuition fees increase, so does the burden of debt created by student loans. Prospective students from poorer families are also less likely to attend as fees increase: a provincial government study of 1988 high-school graduates found that 48.5% of those who did not go on to post-secondary education cited tuition fees as a major reason.

Such dramatic increases foreshadow the kind of education we will see in British Columbia in the next decade. Since 1981, the cost of university education has risen by 190% while the cost of living rose by 76.6%. This increase has shifted the burden of the cost of education towards the individual: in 1981, students' fees made up 11% of the cost of their education while in 1991 they comprised roughly 20%. If we continue to see

increases like those proposed by the provincial government, post-secondary education will no longer be the publicly funded institution it is now.

As the individual is made responsible for funding a greater portion of educational costs, education itself becomes seen as a commodity and a means to a lucrative end. This is the same philosophical climate in which some are seeking to put forward a market model of education, emphasizing the efficiency of the system, its "relevance" to the consumer and her or his eventual success in the private sector. This model of education largely ignores the social benefits of education – the impacts that educated health care workers, artists, welders, engineers, philosophers and citizens have on the health of society as a whole.

Alongside calls for tuition fee increases, we are seeing proposals for a voucher model for funding and an income contingent loan repayment model for student loans. In a voucher system, federal transfers to the provinces are replaced with funding vouchers which students take with them to their college or university. An institution's budget then depends on the number of students who enroll, encouraging universities to "compete" for students. This "market influence" encourages overcrowding, reduces an institution's ability to plan its budget and provides no concrete solution to the problem of underfunding.

Income contingent loan repayment plans were originally proposed by Milton Friedman in 1953 and have had a cyclic popularity over the last forty years. Under such plans, students repay student loans after graduation through a surtax. Such plans act as a regressive tax, causing graduates with lower earnings to pay a higher than average price for their education because of the cost of accumulated interest. Although advocates of such plans justify them as financial aid programs,

their basic purpose is to alleviate funding pressures on the government. The underlying philosophy is that the individual should pay for post-secondary education, a philosophy reflected in the models' provision for greatly increased tuition fees.

At the national Coalition for Post-secondary Education conference in November 1992, faculty, students and support staff shared an alternative vision of post-secondary education in which education remains a public institution. Rather than further shifting the cost from the public purse onto the individual, the participants agreed that the provincial and federal governments need to look at establishing a fair, truly progressive taxation system.

In the immediate future, we fear that the underfunding of the post-secondary system threatens to pit faculty, support staff, and students against one another. As underfunding threatens faculty working conditions and salaries, student support for quality working and learning conditions is more important than ever. As the provincial government allows massive tuition fee hikes, faculty support for accessibility is no less crucial.

Access and quality must not be separated. Only in a publicly funded, democratically controlled, and accessible system will education be truly relevant to the interests of the population; only then will it both prepare our people for employment and expand our minds for responsible citizenship.

Academic Women Issues

Parenting leave, harassment policies, non-discrimination clauses, childcare: Before these were faculty and librarian issues, they were women's issues. Many of the policies and provisions which academic staff now enjoy were hard fought for by the women's movement both outside and inside

the halls of academe. Despite these gains, there are still reasons for women, particularly academic women, to organize themselves.

One of these reasons is "excellence" and "merit" criteria. The following overview of the issue is an excerpt from the paper *Examining Bias in "Excellence" and "Merit"* by Prof. Johan Aitken and Prof. Gillian Walker, reprinted in the Ontario Confederation of University Faculty Association's (OCUFA) Status of Women Committee pamphlet *Hiring and Retention of Women Faculty* (February 1992):

How Criteria for Excellence and Merit Tend to Put Women at a Disadvantage

Research and External Funding -- tied to areas of interest and granting processes and power structures less accessible to women

Publication -- women tend to get late career starts and therefore are "behind" in publications. Not being well known and "on the circuit" makes it difficult to get into print. Caregiving commitments impinge on writing time in evenings and on weekends

Service to the University -- women get few administrative posts, and are generally not found on powerful university committees. Gender balance attempts often result in few women, considered acceptable, being over-utilized

Creative Work -- this is dependent on funds and/or release time and since most women are in the lower ranks, funding is not as easily obtained by women, who tend also to have heavy teaching, counselling and marking loads

Professional Activities -- dependent on the freedom to travel, and the possession of a spot on the "old boy" network where members invite each other to participate in

conferences, opportunities not generally available to women

Teaching Competence -- being in junior ranks, women generally carry heavy teaching loads, an activity not highly prized in respect to merit criteria.

"Excellence" and "Merit" criteria relate to the larger issue of employment and educational equity. How do instructors ensure that women progress through graduate programs? How does an institution ensure that women are adequately represented in faculty? How does society encourage women to enter non-traditional fields? What are the systematic barriers to achieving these goals?

CUFA/BC has resolved to work on the issues of academic women and has committed resources to do so. In order to facilitate this work, interested women faculty and professional librarians are asked to contact the CUFA/BC office for the purpose of establishing a provincial network. The CUFA/BC office may be reached at 291-5201, or by FAX at 291-5202, or by e-mail at cufabc@sfu.ca

Academic women interested in becoming involved on their campuses may contact one of the following people: Dr. Clare Porac, Chair of the UVic Faculty Association Status of Women Committee, 721-7537; Prof. Judith Terry, Chair of the UVic Women's Caucus (for women faculty), 721-7266; Dr. Alison Buchan, Chair of the UBC Faculty Association Status of Women Committee, 822-2083; Dr. Mary Lynn Stewart, President of SFU Academic Women, 291-3150; Dr. Jane Pulkingham, Vice-President of SFU Academic Women, 291-3388; or Dr. Kathy Heinrich, SFU Academic Women, 291-3378.

Premier's Announcement Not Good News

Premier Michael Harcourt's televised announcement on January 21 that post-secondary institutions will receive a 3% increase in operating grants is not good news for B.C. universities. This money (totaling approximately \$27 million) is primarily to fund an increase of 2800 full-time equivalent student spaces system-wide, and to fund startup costs for the University of Northern British Columbia and the new Langley Campus of Kwantlen College.

Although official details of the distribution of this funding are not yet available, it is expected that little to no money will be available to fund inflationary increases to operating budgets. The net effect of this will be a 2% to 3% decrease in operating funds for 1993/94. The presidents of SFU and UBC have already issued letters to their respective campuses advising of measures that will be taken in response to this funding shortfall.

Memorial

On Sunday, February 28, 1993, after a short battle with cancer, Dr. Richard (Dick) Powers, President of CUFA/BC from 1989 to 1990, died peacefully. Dick was an unrelenting advocate for post-secondary education locally, provincially and nationally. There is not an aspect of the University of Victoria, where he was a professor in Political Science, that Dick did not touch in his 27 years on campus. Dick's work around the UVic tenure document was and continues to be a particularly important contribution to his colleagues. Dick will be missed by all who knew him.

CUFA/BC Update highlights issues of interest to faculty members and professional librarians at universities in British Columbia. Readers are encouraged to submit material for publication. Publication is normally in January, May and September of each year.

MAJOR

TAX

REVENUES OF SELECTED OECD
MEMBER COUNTRIES, 1990

COUNTRY	TAXES ON PROPERTY AS % OF		TAXES ON PERSONAL INCOME AS % OF		TAXES ON CORPORATE INCOME AS % OF		TAXES ON GOODS AND SERVICES AS % OF		SOCIAL SECURITY CONTRIBUTIONS AS % OF	
	GDP	TOTAL TAXES	GDP	TOTAL TAXES	GDP	TOTAL TAXES	GDP	TOTAL TAXES	GDP	TOTAL TAXES
AUSTRALIA	2.7	8.9	13.3	43.2	4.3	13.9	8.5	27.8	N/A	N/A
CANADA	3.3	9.0	15.2	40.8	2.5	6.8	10.2	27.4	5.3	14.2
FRANCE	2.3	5.2	5.2	11.8	2.3	5.4	12.3	28.2	19.3	44.2
GERMANY	1.2	3.3	10.3	27.4	1.8	4.7	10.3	27.4	13.9	36.8
ITALY	0.9	2.3	10.3	26.3	3.9	10.0	11.0	28.0	12.9	32.9
JAPAN	2.8	9.0	8.4	26.8	6.7	21.5	4.1	13.2	9.2	29.2
LUXEMBOURG	4.3	8.5	12.1	24.1	8.2	16.2	11.8	23.5	13.9	27.7
NEW ZEALAND	2.4	6.2	17.8	46.5	2.5	6.5	12.9	33.7	N/A	N/A
SPAIN	1.9	5.5	7.5	21.8	3.0	8.8	9.7	28.3	12.2	35.4
SWEDEN	2.0	3.5	21.6	37.9	1.8	3.1	14.0	24.6	15.7	27.6
SWITZERLAND	2.5	7.8	11.0	34.6	2.1	6.5	5.8	18.3	10.4	32.8
UNITED KINGDOM	3.1	8.4	10.4	28.4	4.0	11.0	11.1	30.4	6.4	17.5
UNITED STATES	3.2	10.8	10.7	35.8	2.2	7.3	4.9	16.5	8.8	29.5
OECD AVERAGE	2.0	5.4	11.7	30.1	2.9	7.7	11.8	30.3	9.3	23.5

Source: Organization for Economic Cooperation and Development

THE VANCOUVER SUN

FSA NOMINATION FORM

ELECTION OF OFFICERS

YEAR 1993/94

Nominations shall be open until the Annual General Meeting and shall close at the Annual General Meeting.

Please complete and forward to Fenella Sobchuk in the FSA Office, Abbotsford campus.

POSITIONS TO BE FILLED: (15 in total)

President
First Faculty Vice-President
First Staff Vice-President
Second Faculty Vice-President
Second Staff Vice-President
Recording Secretary
Treasurer
Contract Chair
Communications Chair
Grievance Chair (Faculty)
Grievance Chair (Staff)
Professional Development Chair
Agreements Chair
Job Classification Audit Chair
Occupational Health & Safety Chair

I NOMINATE _____

FOR THE POSITION OF _____

(name and signature of NOMINATOR)

(date)

I ACCEPT THE NOMINATION _____
(signature of NOMINEE)

Please complete and forward to Fenella Sobchuk in the FSA Office, Abbotsford campus.

